

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2014 – May 22, 2015.

1) Employment Unit: Beasley Broadcast Group – Las Vegas

**2) Unit Members (Stations and Communities of License): KDWN(AM), Las Vegas, NV
KCYE(FM), Boulder City, NV
KKLZ(FM), Las Vegas, NV
KOAS(FM), Dolan Springs, AZ
KVGS(FM), Meadview, AZ**

3) EEO Contact Information for Employment Unit:

Mailing Address: 2920 S Durango Drive Las Vegas, NV 89117	Telephone Number: 702-730-0303
	Contact Person/Title: Jesus Novo/Regional Business Manager
	E-mail Address: jesus.novo@bbgi.com

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
(a) Digital Account Executive – Cluster	Employee Referral
(b) Music Director / Afternoon On Air Host-KCYE	Internal Posting
(c) Mid- Day On Air Host - KKLZ	Internal Posting
(d) Afternoon Traffic Reporter - KDWN	Internal Posting
(e) Traffic Director – KOAS/KVGS	Nevada Broadcasters Association Website

**Stations KDWN(AM), KCYE(FM), KKLZ(FM), KOAS(FM) and KVGS(FM)
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**5) Job Title: (a) Digital Account Executive Referral Source(s) of Hire: Employee Referral
– Cluster**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employment Security	Steve Settembre	3405 S. Maryland Pkwy., Las Vegas, NV 89109	702-486-0100	0	N
Nevada Broadcasters Association	Clay Griffin	1050 E. Flamingo Rd., Ste. S-102 Las Vegas, NV 89119-7436	702-794-4994	0	N
Employee Referral	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	1	N
Station Website Postings	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	0	N
Las Vegas Review-Journal	Sheila Morales	P.O. Box 70 Las Vegas, NV 89125 www.lvrj.com	702-380-4575	0	N
InDeed.com	N/A	1321 Ken St. Las Vegas, NV 89106	702-386-3926	3	N
Community College of Southern Nevada Career Services	Marjorie Donat	3200 E. Cheyenne North Las Vegas, NV 89030	702-651-5089	0	N
Nevada Partners	N/A	710 W. Lake Mead North Las Vegas, NV 89030	702-924-2100	0	N
Latin Chamber of Commerce	N/A	829 S. 6th St., Las Vegas, NV 89102	702-385-7367	0	N
LasVegasJobs.com	Mike Brown	LasVegasJobs.com	702-257-1527	1	N

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**5) Job Title: (b) Music Director / Afternoon Referral Source(s) of Hire: Internal Posting
On Air Host-KCYE**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	N/A	N/A	N/A	1	N
Employment Security	Steve Settembre	3405 S. Maryland Pkwy., Las Vegas, NV 89109	702-486-0100	0	N
Nevada Broadcasters Association	Clay Griffin	1050 E. Flamingo Rd., Ste. S-102 Las Vegas, NV 89119-7436	702-794-4994	0	N
Employee Referral	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	1	N
Station Website Postings	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	3	N
Las Vegas Review-Journal	Sheila Morales	P.O. Box 70 Las Vegas, NV 89125 www.lvrj.com	702-380-4575	0	N
Community College of Southern Nevada Career Services	Marjorie Donat	3200 E. Cheyenne North Las Vegas, NV 89030	702-651-5089	0	N
Nevada Partners	N/A	710 W. Lake Mead North Las Vegas, NV 89030	702-924-2100	0	N
Latin Chamber of Commerce	N/A	829 S. 6th St., Las Vegas, NV 89102	702-385-7367	0	N
LasVegasJobs.com	Mike Brown	LasVegasJobs.com	702-257-1527	0	N
All Access	N/A	www.allaccess.com	N/A	3	N

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5) Job Title: (c) Mid –Day On Air Host-KKLZ Referral Source(s) of Hiree: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	N/A	N/A	N/A	1	N
Employment Security	Steve Settembre	3405 S. Maryland Pkwy., Las Vegas, NV 89109	702-486-0100	0	N
Nevada Broadcasters Association	Clay Griffin	1050 E. Flamingo Rd., Ste. S-102 Las Vegas, NV 89119-7436	702-794-4994	0	N
Employee Referral	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	2	N
Station Website Postings	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	0	N
Las Vegas Review-Journal	Sheila Morales	P.O. Box 70 Las Vegas, NV 89125 www.lvrj.com	702-380-4575	1	N
Community College of Southern Nevada Career Services	Marjorie Donat	3200 E. Cheyenne North Las Vegas, NV 89030	702-651-5089	0	N
Nevada Partners	N/A	710 W. Lake Mead North Las Vegas, NV 89030	702-924-2100	0	N
Latin Chamber of Commerce	N/A	829 S. 6th St., Las Vegas, NV 89102	702-385-7367	0	N
LasVegasJobs.com	Mike Brown	LasVegasJobs.com	702-257-1527	1	N
All Access	N/A	www.allaccess.com	N/A	3	N

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**5) Job Title: (d) Afternoon Traffic Reporter- Referral Source(s) of Hire: Internal Posting
KDWN**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	N/A	N/A	N/A	1	N
Employment Security	Steve Settembre	3405 S. Maryland Pkwy., Las Vegas, NV 89109	702-486-0100	0	N
Nevada Broadcasters Association	Clay Griffin	1050 E. Flamingo Rd., Ste. S-102 Las Vegas, NV 89119-7436	702-794-4994	2	N
Employee Referral	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	0	N
Station Website Postings	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	1	N
Las Vegas Review-Journal	Sheila Morales	P.O. Box 70 Las Vegas, NV 89125 www.lvrj.com	702-380-4575	0	N
Community College of Southern Nevada Career Services	Marjorie Donat	3200 E. Cheyenne North Las Vegas, NV 89030	702-651-5089	0	N
Nevada Partners	N/A	710 W. Lake Mead North Las Vegas, NV 89030	702-924-2100	0	N
Latin Chamber of Commerce	N/A	829 S. 6th St., Las Vegas, NV 89102	702-385-7367	0	N
LasVegasJobs.com	Mike Brown	LasVegasJobs.com	702-257-1527	0	N
All Access	N/A	www.allaccess.com	N/A	2	N

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5) Job Title: (e) Traffic Director

Referral Source(s) of Hiree: Nevada Broadcasters Association Website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employment Security	Steve Settembre	3405 S. Maryland Pkwy., Las Vegas, NV 89109	702-486-0100	0	N
Nevada Broadcasters Association	Clay Griffin	1050 E. Flamingo Rd., Ste. S-102 Las Vegas, NV 89119-7436	702-794-4994	2	N
Employee Referral	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	2	N
Station Website Postings	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	1	N
Las Vegas Review-Journal	Sheila Morales	P.O. Box 70 Las Vegas, NV 89125 www.lvrj.com	702-380-4575	0	N
Community College of Southern Nevada Career Services	Marjorie Donat	3200 E. Cheyenne North Las Vegas, NV 89030	702-651-5089	0	N
Nevada Partners	N/A	710 W. Lake Mead North Las Vegas, NV 89030	702-924-2100	0	N
Latin Chamber of Commerce	N/A	829 S. 6th St., Las Vegas, NV 89102	702-385-7367	0	N
LasVegasJobs.com	Mike Brown	LasVegasJobs.com	702-257-1527	1	N

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6) **Total # of Interviewees Referred:** For the period from May 23, 2014, through May 22, 2015 this Employment Unit interviewed 33 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

(a) **Initiative: Job Fairs**

On June 24, 2014, the Station Employment Unit participated in a job fair at the Texas Station, Las Vegas, NV with LasVegasJobs.com. Through radio and print ads advertising the event, job seekers were invited to tour booths and meet with potential employers. The Employment Unit Business Manager, Internet Sales Manager and Director of Sales, all of whom have substantial responsibility in the making of hiring decisions, participated with a booth, educating potential employees about job opportunities in radio and at the Employment Unit, and accepting resumes from job fair participants.

On July 31, 2014, the Station Employment Unit participated in a job fair at the Texas Station, Las Vegas, NV with LasVegasJobs.com. Through radio and print ads advertising the event, job seekers were invited to tour booths and meet with potential employers. The Employment Unit Business Manager, Program Directors and Director of Sales, all of whom have substantial responsibility in the making of hiring decisions, participated with a booth, educating potential employees about job opportunities in radio and at the Employment Unit, and accepting resumes from job fair participants.

On September 9, 2014, the Vice President of Corporate Communications participated in the Radio Show Career Fair in Dallas, TX, where she discussed broadcast work in general, employment opportunities at Beasley station employment units including the Las Vegas Employment Unit, and accepted resumes from job fair participants.

On Nov 13, 2014, the Station Employment Unit participated in a job fair at the Texas Station, Las Vegas, NV with LasVegasJobs.com. Through radio and print ads advertising the event, job seekers were invited to tour booths and meet with potential employers. The Employment Unit Business Manager, Internet Sales Manager and Promotions Director, all of whom have substantial responsibility in the making of hiring decisions, participated with a booth, educating potential employees about job opportunities in radio and at the Employment Unit, and accepting resumes from job fair participants.

On Jan 28, 2015, the Station Employment Unit participated in a job fair at the Palace Station, Las Vegas, NV with LasVegasJobs.com. Through radio and print ads advertising the event, job seekers were invited to tour booths and meet with potential employers. The Employment Unit Business Manager, Program Directors and Director of Sales, all of whom have substantial responsibility in the making of hiring decisions, participated with a booth, educating potential employees about job opportunities in radio and at the Employment Unit, and accepting resumes from job fair participants.

On March 12, 2015, the Station Employment Unit participated in a job fair at the Palace Station, Las Vegas, NV with LasVegasJobs.com. Through radio and print ads advertising the event, job seekers were invited to tour booths and meet with potential employers. The Employment Unit Business Manager, and Program Directors, all of whom have substantial responsibility in the making of hiring decisions, participated with a booth, educating potential employees about job opportunities in radio and at the Employment Unit, and accepting resumes from job fair participants.

On April 15, 2015, a Station Employment Unit Business Manager, Promotions Director, Program Director, Director of Sales and a with the Corporate Director of Communications participated in the NABEF Career Fair at the Las Vegas Hilton Hotel in Las Vegas, NV. These employees, both of whom have substantial responsibility in the making of hiring decisions, discussed broadcast work in general, employment opportunities at the Station Employment Unit in particular, and accepted resumes from job fair participants.

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(b) Initiative: Training of Station Personnel

An ongoing cross-training program has been established to train employees and enable them to acquire skills that could qualify them for higher level positions. The program works by enabling employees to train with each other to learn the skills necessary for the other position. For example, during this reporting period, the Sales Assistants cross-train with the Account Executives to prepare sales presentations, write orders and copy, and collect outstanding balances. Additionally, they train in Production to download and play produced spots. They also cross-train in Traffic to run reports, pull spot times and generate missing copy reports.

(c) Participation in Programs Sponsored by Educational Institutions

University of Nevada Las Vegas Radio Program, 2014 Summer and Fall Semesters

The Station Employment Unit's On Air Personality (KOAS) participates frequently with the Operations Manager of the University Nevada Las Vegas public radio station in assisting students in the development of fundamental skills necessary for a broadcasting career, and also mentors students interested in careers in traditional, digital and social media. The Station Employment Unit's On Air Personality (KOAS) also serves as the Executive Director and Student Advisor of the UNLV morning radio show.

Clark County Summer Business Institute Program, June 2014 to August 2014

The Employment Unit participated in the Clark County Summer Business Institute Program, which provides internship and mentoring opportunities for Clark County School District students. Station personnel involved in the program included Program Directors, the Director of Sales and the Production Director. The employment unit hosted a graduating high school senior participating in this program as a summer intern and mentee. Programing director assistant, sales and Internet applications were assigned to the student.

Batterman Elementary School Career Day, May 5, 2015

The KCYE Program Director/Morning Co-Host participated in a kindergarten class career day. She talked to the student for a half an hour about what it is like to work at a radio station and different jobs in radio.

Paul Culley Elementary School Career Day, May 11, 2015

Station Account Executive participated in a fourth grade career day program. Station personnel spoke to students about career opportunities in radio. The program gives the students the opportunity to create, write, and present radio commercials, which are professionally produced at the station and presented to the class on a later date.

(d) Internship Program

The Stations Employment Unit has had an Intern from College of Southern Nevada. Below are some of the duties he has been assigned. April 7, 2014 – June 9, 2014:

- Produce remainder of live show, THE SOURCE from 2:45 p.m. to 3:00 p.m.
- Board op duties for syndicated show, JERRY DOYLE, from 3:00-4:00 p.m.
- Take transmitter readings
- Fill out commercial log accordingly

(e) Participation in Events Sponsored by Community Groups

Cub Scout Station Tour, March 15, 2015

Station personnel took the Wallin Cub Scout Pack on a station tour and answered questions about careers in broadcasting.

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